

FREDERICK COUNTY HUMAN RELATIONS COMMISSION

CITIZENS SERVICES BUILDING

401 Sagner Ave.

Frederick, MD 21701

Minutes of the August 25, 2020 Meeting

- I. A virtual online meeting was held and called to order by Chair Mari Lee.
- II. The following members were present: Mari Lee, Lisa Clark, Annette Breiling, Francisco Alves, Roger Sobkowiak, Chris Isleib, Cindy Shubin, Lee Whisner, Georgette Hughes, Irene Packer-Halsey, Veronica Lowe, Desiree Tucker, Paula Glascoe and Michael Baran. Dana Falls, FCPS liaison; Jessica Fitzwater, County Council liaison; and Ben MacShane, City of Frederick liaison were present. Frederick County representatives Christine Kay, Margaret Nusbaum, Monica Bearden and County Executive Jan Gardner were present. Human Relations Department staff members Pat Fleet and Miles Ward were also present.
- III. County Executive Jan Gardner described the newly created Equity and Inclusion Officer position and said that more than 50 applications were received and are being reviewed. She intends for this position to be in the County Executive's office and focus on hiring a more diverse workforce of county employees, seeing that minority businesses are included in the county's contracting process, providing equity training for county employees, and building a better community including reaching out to the county's LGBTQ community members. County Executive Gardner said she anticipated that additional staff would be needed in Human Resources, Purchasing and the County Attorney's Office to deal with the new work that will be done by the Equity and Inclusion Officer. There was discussion about a proposal made by Council member Kai Hagen regarding race equity. County Executive Gardner said that she hopes that the HRC will continue to provide public forums.

IV. Officers' reports

Treasurer - Annette Breiling reported the HRC has \$4,750.00 on hand.

V. Liaison reports

FCPS liaison Dana Falls reported that efforts are being made to prevent students from falling behind during the recent semester that provided virtual instruction. Students are offered the opportunity to get additional teaching to remedy gaps, both in small groups and in person. There is concern that the students that are hardest hit are those who live in poverty, have English as their second language, or are African American. FCPS remains concerned about systemic racism and the difficulties many parents have providing food and shelter. Mr. Falls said that all instruction is recorded so students can watch it up to 72 hours later.

VI. Ben MacShane reported that the City of Frederick continues to work on providing inclusion and diversity training, and upgrading its promotion practices. Application and hiring statistics are carefully reviewed to accomplish these objectives. A disparity study is underway to see who is applying for city contracts, and which firms and individuals in our community could be applying for these contracts. The city is taking steps to deal with racism as a public health emergency, and regards equity as a fundamental right. All city policies are reviewed using a lens of inclusion.

VII. Upon motion, the minutes of the July 2020 HRC meeting were approved.

VIII. The meeting was adjourned.

These minutes were prepared by the Human Relations Department.